

**IN THE UNITED STATES DISTRICT COURT  
FOR THE EASTERN DISTRICT OF PENNSYLVANIA**

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KHADIJAH FOSTER	:	
301 Roberta Avenue	:	
Collingdale, PA 19023	:	CIVIL ACTION
	:	
Plaintiff,	:	No.:
	:	
v.	:	<b>JURY TRIAL DEMANDED</b>
	:	
PROJECT MANAGEMENT INSTITUTE,	:	
INC.	:	
14 Campus Blvd	:	
Newtown Square PA 19073	:	
and	:	
DEBRA WEAVER	:	
c/o Project Management Institute, Inc.	:	
14 Campus Blvd	:	
Newtown Square PA 19073	:	
	:	
Defendant.	:	
	:	

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**CIVIL ACTION COMPLAINT**

Plaintiff, Khadijah Foster (hereinafter referred to as "Plaintiff"), by and through her undersigned counsel, hereby avers as follows:

**I. Introduction**

1. Plaintiff initiates the instant action to redress violations by Defendants of 42 U.S.C. § 1981. Plaintiff was unlawfully terminated by Defendants, and she seeks damages as set forth herein.

**II. Jurisdiction and Venue**

2. This action is initiated pursuant to a federal law. The United States District Court for the Eastern District of Pennsylvania has original subject matter jurisdiction over this action pursuant to 28 U.S.C. § 1331 because the claims arise under the laws of the United States.

3. This Court may properly maintain personal jurisdiction over Defendants because their contacts with this state and this judicial district are sufficient for the exercise of jurisdiction in order to comply with traditional notions of fair play and substantial justice, satisfying the standard set forth by the United States Supreme Court in International Shoe Co. v. Washington, 326 U.S. 310 (1945) and its progeny.

4. Venue is properly laid in this District pursuant to 28 U.S.C. §§ 1391(b)(1) and (b)(2), because Defendants reside in and/or conducts business in this judicial district and because a substantial part of the acts and/or omissions giving rise to the claims set forth herein occurred in this judicial district.

### **III. Parties**

5. The foregoing paragraphs are incorporated herein in their entirety as if set forth in full.

6. Plaintiff is an adult individual, with an address as set forth in the caption.

7. Defendant Project Management Institute, Inc. ("Defendant Corporation") is a not-for-profit membership association for the project management profession.

8. Defendant Debra Weaver (hereinafter "Defendant Weaver") is upon information and belief a high-level manager of Defendant Corporation who controls and manages the terms and conditions of employment for employees who work for Defendant Corporation including but not limited to their termination.

### **IV. Factual Background**

9. The foregoing paragraphs are incorporated here in their entirety as if set forth in full.

10. Plaintiff is an African-American female.

11. Plaintiff was employed by Defendants for approximately four years.
12. Plaintiff worked in customer care during her employment with Defendants.
13. During approximately the last year of Plaintiff's employment with Defendants, Plaintiff was supervised by Defendant Weaver (who is Caucasian).
14. During Plaintiff's employment with Defendants, Plaintiff was the only African-American or minority employee supervised by Defendant Weaver.
15. Defendant Weaver repeatedly discriminated against Plaintiff and subjected Plaintiff to pretextual discipline because of Plaintiff's race (African-American) including but not limited to singling Plaintiff out for discipline that Caucasian employees did not receive.
16. In or about November of 2010, Plaintiff complained of mistreatment to Defendant Corporation's management including but not limited to disparate treatment in general Plaintiff received from Defendant Weaver.
17. Prior to Plaintiff's complaints of racial discrimination, Plaintiff had not received any written discipline from Defendants.
18. Because the mistreatment did not cease, Plaintiff specifically complained of racial discrimination in the first week of March 2011 to Weaver and asked that she cease the discriminatory treatment.
19. On or about March 15, 2011, almost immediately after Plaintiff complained of racial discrimination, Plaintiff was given her first written discipline in nearly 4 years of employment with Defendants.
20. According to Defendant Corporation's policies, the discipline Plaintiff received on or about March 15, 2011, should have remained on file and/or active for a 60-day period.

21. On or about June 8, 2011, more than 60 days after Plaintiff's aforementioned written discipline, Plaintiff received written notice from Defendant Weaver that her active disciplinary period would be ending.

22. The aforementioned written notice received on or about June 8, 2011 referenced the discipline Plaintiff received on or about March 15, 2011, and stated that Plaintiff was monitored consistently as part of Plaintiff's written warning from on or about March, 15, 2010.

23. Despite notice from Defendants that Plaintiff's active disciplinary period would be ending, Plaintiff was continually harassed and singled-out for further disciplinary actions by Defendants because of her race.

24. On or about September 20, 2011, after Plaintiff's complaints of racial discrimination, Plaintiff was terminated by Defendants.

25. Plaintiff was terminated from Defendants because of her race and because she engaged in a protected activity by making complaints for racial discrimination.

**Count I**  
**Violation(s) of 42 U.S.C. Section 1981**  
**(Racial Discrimination – Termination & Hostile Work Environment)**  
**- Against All Defendants -**

26. The foregoing paragraphs are incorporated herein in their entirety as if set forth in full.

27. Plaintiff was treated in a demeaning manner, given pretextual discipline, and treated disparately by Defendants because of her race (African-American).

28. Plaintiff was subjected to a hostile work environment based upon discriminatory treatment by her management, ongoing antagonism exhibited towards her, selective discipline, and being spoken to in a derogatory manner unlike her non-black counterparts, and Plaintiff was terminated in substantial part due to her race.

29. Defendant Weaver is personally liable herein for actions in violation of Section 1981 because she was high-level management who directly participated and perpetuated the discriminatory and retaliatory actions asserted herein.

30. These actions aforesaid constitute a violation of 42 U.S.C. § 1981.

**Count II**  
**Violations of 42 U.S.C. Section 1981**  
**(Retaliation – Wrongful Termination)**  
**- Against All Defendants -**

31. The foregoing paragraphs are incorporated herein in their entirety as if set forth in full.

32. Plaintiff engaged in protected activity by complaining about racial discrimination and was terminated within close proximity of her complaints of racial discrimination after experiencing a flurry of written discipline further evidencing Defendant's retaliatory animus.

33. Plaintiff was terminated in retaliation for her complaint(s) of racial discrimination within Defendant Corporation.

34. Defendant Weaver is personally liable herein for actions in violation of Section 1981 because she was high-level management who directly participated and perpetuated the discriminatory and retaliatory actions asserted herein.

35. These actions as aforesaid constitute violations of 42 U.S.C. Section 1981.

**WHEREFORE**, Plaintiff prays that this Court enter an Order providing that:

A. Defendants are to be prohibited from continuing to maintain their illegal policy, practice or custom of discriminating/retaliating against employees and are to be ordered to promulgate an effective policy against such unlawful acts and to adhere thereto;

B. Defendants are to compensate Plaintiff, reimburse Plaintiff and make Plaintiff whole for any and all pay and benefits Plaintiff would have received had it not been for

Defendants' illegal actions, including but not limited to past lost earnings, future lost earnings, salary, pay increases, bonuses, medical and other benefits, training, promotions, pension, and seniority. Plaintiff should be accorded those benefits illegally withheld from the date she first suffered retaliation/interference at the hands of Defendants until the date of verdict;

C. Plaintiff is to be awarded liquidated damages, as permitted by applicable law, in an amount determined by the Court or trier of fact to be appropriate to punish Defendants for their willful, deliberate, malicious and outrageous conduct and to deter Defendants or other employers from engaging in such misconduct in the future;

D. Plaintiff is to be accorded any and all other equitable and legal relief as the Court deems just, proper and appropriate, including but not limited to, emotional distress and/or pain and suffering damages (where legally permitted);

E. Plaintiff is to be awarded the costs and expenses of this action and reasonable legal fees as provided by applicable federal and state law;

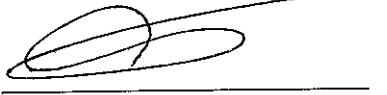
F. Any verdict in favor of Plaintiff is to be molded by the Court to maximize the financial recovery available to the Plaintiff in light of the caps on certain damages set forth in applicable federal law; and

G. Plaintiff's claims are to receive trial by jury to the extent allowed by applicable law. Plaintiff has also endorsed this demand on the caption of this Complaint in accordance with Federal Rule of Civil Procedure 38(b).

Respectfully submitted,

**KARPF & KARPF, P.C.**

By:

  
Ari Karpf  
3331 Street Road  
Two Greenwood Square  
Suite 128  
Bensalem, PA 19020  
(215) 639-0801

Dated: September 30, 2011

IN THE UNITED STATES DISTRICT COURT  
FOR THE EASTERN DISTRICT OF PENNSYLVANIA  
CASE MANAGEMENT TRACK DESIGNATION FORM

*Khadijah Foster*

CIVIL ACTION

v.  
*Project Management Institute Inc, et al.*

NO.

In accordance with the Civil Justice Expense and Delay Reduction Plan of this court, counsel for plaintiff shall complete a Case Management Track Designation Form in all civil cases at the time of filing the complaint and serve a copy on all defendants. (See § 1:03 of the plan set forth on the reverse side of this form.) In the event that a defendant does not agree with the plaintiff regarding said designation, that defendant shall, with its first appearance, submit to the clerk of court and serve on the plaintiff and all other parties, a Case Management Track Designation Form specifying the track to which that defendant believes the case should be assigned.

**SELECT ONE OF THE FOLLOWING CASE MANAGEMENT TRACKS:**

(a) Habeas Corpus – Cases brought under 28 U.S.C. § 2241 through § 2255. ( )

(b) Social Security – Cases requesting review of a decision of the Secretary of Health and Human Services denying plaintiff Social Security Benefits. ( )

(c) Arbitration – Cases required to be designated for arbitration under Local Civil Rule 53.2. ( )

(d) Asbestos – Cases involving claims for personal injury or property damage from exposure to asbestos. ( )

(e) Special Management – Cases that do not fall into tracks (a) through (d) that are commonly referred to as complex and that need special or intense management by the court. (See reverse side of this form for a detailed explanation of special management cases.) ( )

(f) Standard Management – Cases that do not fall into any one of the other tracks. (X)

10/3/2011

Date

215.039.0801

Telephone

Ari P. Karpf

Attorney-at-law

215.039.4970

FAX Number

Plaintiff

Attorney for

akarpf@Karpf-Law.com

E-Mail Address

## UNITED STATES DISTRICT COURT

FOR THE EASTERN DISTRICT OF PENNSYLVANIA — DESIGNATION FORM to be used by counsel to indicate the category of the case for the purpose of assignment to appropriate calendar.

Address of Plaintiff: 301 Roberta Avenue, Collingsdale PA 19023  
 Address of Defendant: 14 Campus Blvd, Newtown Square PA 19073  
 Place of Accident, Incident or Transaction: Defendant's place of business  
 (Use Reverse Side For Additional Space)

Does this civil action involve a nongovernmental corporate party with any parent corporation and any publicly held corporation owning 10% or more of its stock?

(Attach two copies of the Disclosure Statement Form in accordance with Fed.R.Civ.P. 7.1(a))

Yes  No

Does this case involve multidistrict litigation possibilities?

Yes  No

RELATED CASE, IF ANY:

Case Number: \_\_\_\_\_ Judge: \_\_\_\_\_ Date Terminated: \_\_\_\_\_

Civil cases are deemed related when yes is answered to any of the following questions:

1. Is this case related to property included in an earlier numbered suit pending or within one year previously terminated action in this court?

Yes  No

2. Does this case involve the same issue of fact or grow out of the same transaction as a prior suit pending or within one year previously terminated action in this court?

Yes  No

3. Does this case involve the validity or infringement of a patent already in suit or any earlier numbered case pending or within one year previously terminated action in this court?

Yes  No

4. Is this case a second or successive habeas corpus, social security appeal, or pro se civil rights case filed by the same individual?

Yes  No

CIVIL: (Place  in ONE CATEGORY ONLY)

A. *Federal Question Cases:*

1.  Indemnity Contract, Marine Contract, and All Other Contracts
2.  FELA
3.  Jones Act-Personal Injury
4.  Antitrust
5.  Patent
6.  Labor-Management Relations

B. *Diversity Jurisdiction Cases:*

1.  Insurance Contract and Other Contracts
2.  Airplane Personal Injury
3.  Assault, Defamation
4.  Marine Personal Injury
5.  Motor Vehicle Personal Injury
6.  Other Personal Injury (Please specify)
7.  Products Liability
8.  Products Liability — Asbestos
9.  All other Diversity Cases

(Please specify)

7.  Civil Rights

8.  Habeas Corpus

9.  Securities Act(s) Cases

10.  Social Security Review Cases

11.  All other Federal Question Cases

(Please specify)

ARBITRATION CERTIFICATION

(Check Appropriate Category)

I, Avi R. Kavaf, counsel of record do hereby certify:

Pursuant to Local Civil Rule 53.2, Section 3(c)(2), that to the best of my knowledge and belief, the damages recoverable in this civil action case exceed the sum of \$150,000.00 exclusive of interest and costs;

Relief other than monetary damages is sought.

DATE: 10/3/2011

Attorney-at-Law

NOTE: A trial de novo will be a trial by jury only if there has been compliance with F.R.C.P. 38.

ARK2184  
 Attorney I.D.# 91530

I certify that, to my knowledge, the within case is not related to any case now pending or within one year previously terminated action in this court except as noted above.

DATE: 10/3/2011

Attorney-at-Law

ARK2184  
 Attorney I.D.# 91530

JS 44 (Rev. 12/07, NJ 5/08)

## CIVIL COVER SHEET

The JS 44 civil cover sheet and the information contained herein neither replace nor supplement the filing and service of pleadings or other papers as required by law, except as provided by local rules of court. This form, approved by the Judicial Conference of the United States in September 1974, is required for the use of the Clerk of Court for the purpose of initiating the civil docket sheet. (SEE INSTRUCTIONS ON THE REVERSE OF THE FORM.)

## I. (a) PLAINTIFFS

FOSTER, KHADIJAH

(b) County of Residence of First Listed Plaintiff Delaware

(c) Attorney's (Firm Name, Address, Telephone Number and Email Address)

Karpf &amp; Karpf, P.C., Two Greenwood Square, 3331 Street Road, Suite 128, Bensalem PA 19020, (215) 639-0801, akarpf@karpf-law.com

## DEFENDANTS

PROJECT MANAGEMENT INSTITUTE, INC., et al.

County of Residence of First Listed Defendant Delaware

NOTE: IN LAND CONDEMNATION CASES, USE THE LOCATION OF THE LAND INVOLVED.

Attorneys (If Known)

## II. BASIS OF JURISDICTION (Place an "X" in One Box Only)

<input type="checkbox"/> 1 U.S. Government Plaintiff	<input checked="" type="checkbox"/> 3 Federal Question (U.S. Government Not a Party)
<input type="checkbox"/> 2 U.S. Government Defendant	<input type="checkbox"/> 4 Diversity (Indicate Citizenship of Parties in Item III)

## III. CITIZENSHIP OF PRINCIPAL PARTIES (Place an "X" in One Box for Plaintiff and One Box for Defendant)

Citizen of This State	PTF	DEF	PTF	DEF
<input type="checkbox"/> 1	<input type="checkbox"/> 1	Incorporated or Principal Place of Business In This State	<input type="checkbox"/> 4	<input type="checkbox"/> 4
<input type="checkbox"/> 2	<input type="checkbox"/> 2	Incorporated and Principal Place of Business In Another State	<input type="checkbox"/> 5	<input type="checkbox"/> 5
<input type="checkbox"/> 3	<input type="checkbox"/> 3	Foreign Nation	<input type="checkbox"/> 6	<input type="checkbox"/> 6

## IV. NATURE OF SUIT (Place an "X" in One Box Only)

<input type="checkbox"/> 110 Insurance <input type="checkbox"/> 120 Marine <input type="checkbox"/> 130 Miller Act <input type="checkbox"/> 140 Negotiable Instrument <input type="checkbox"/> 150 Recovery of Overpayment & Enforcement of Judgment <input type="checkbox"/> 151 Medicare Act <input type="checkbox"/> 152 Recovery of Defaulted Student Loans (Excl. Veterans) <input type="checkbox"/> 153 Recovery of Overpayment of Veteran's Benefits <input type="checkbox"/> 160 Stockholders' Suits <input type="checkbox"/> 190 Other Contract <input type="checkbox"/> 195 Contract Product Liability <input type="checkbox"/> 196 Franchise	<b>PERSONAL INJURY</b> <input type="checkbox"/> 310 Airplane <input type="checkbox"/> 315 Airplane Product Liability <input type="checkbox"/> 320 Assault, Libel & Slander <input type="checkbox"/> 330 Federal Employers' Liability <input type="checkbox"/> 340 Marine <input type="checkbox"/> 345 Marine Product Liability <input type="checkbox"/> 350 Motor Vehicle <input type="checkbox"/> 355 Motor Vehicle Product Liability <input type="checkbox"/> 360 Other Personal Injury	<b>PERSONAL PROPERTY</b> <input type="checkbox"/> 370 Other Fraud <input type="checkbox"/> 371 Truth in Lending <input type="checkbox"/> 380 Other Personal Property Damage <input type="checkbox"/> 385 Property Damage Product Liability	<input type="checkbox"/> 610 Agriculture <input type="checkbox"/> 620 Other Food & Drug <input type="checkbox"/> 625 Drug Related Seizure of Property 21 USC 881 <input type="checkbox"/> 630 Liquor Laws <input type="checkbox"/> 640 R.R. & Truck <input type="checkbox"/> 650 Airline Regs. <input type="checkbox"/> 660 Occupational Safety/Health <input type="checkbox"/> 690 Other	<input type="checkbox"/> 422 Appeal 28 USC 158 <input type="checkbox"/> 423 Withdrawal 28 USC 157 <input type="checkbox"/> 820 Copyrights <input type="checkbox"/> 830 Patent <input type="checkbox"/> 840 Trademark	<input type="checkbox"/> 400 State Reapportionment <input type="checkbox"/> 410 Antitrust <input type="checkbox"/> 430 Banks and Banking <input type="checkbox"/> 450 Commerce <input type="checkbox"/> 460 Deportation <input type="checkbox"/> 470 Racketeer Influenced and Corrupt Organizations <input type="checkbox"/> 480 Consumer Credit <input type="checkbox"/> 490 Cable/Sat TV <input type="checkbox"/> 810 Selective Service <input type="checkbox"/> 850 Securities/Commodities/ Exchange	<input type="checkbox"/> 861 HIA (1395f) <input type="checkbox"/> 862 Black Lung (923) <input type="checkbox"/> 863 DIWC/DIWW (405(g)) <input type="checkbox"/> 864 SSID Title XVI <input type="checkbox"/> 865 RSI (405(g))	<input type="checkbox"/> 400 State Reapportionment <input type="checkbox"/> 410 Antitrust <input type="checkbox"/> 430 Banks and Banking <input type="checkbox"/> 450 Commerce <input type="checkbox"/> 460 Deportation <input type="checkbox"/> 470 Racketeer Influenced and Corrupt Organizations <input type="checkbox"/> 480 Consumer Credit <input type="checkbox"/> 490 Cable/Sat TV <input type="checkbox"/> 810 Selective Service <input type="checkbox"/> 850 Securities/Commodities/ Exchange	<input type="checkbox"/> 861 HIA (1395f) <input type="checkbox"/> 862 Black Lung (923) <input type="checkbox"/> 863 DIWC/DIWW (405(g)) <input type="checkbox"/> 864 SSID Title XVI <input type="checkbox"/> 865 RSI (405(g))	<input type="checkbox"/> 861 HIA (1395f) <input type="checkbox"/> 862 Black Lung (923) <input type="checkbox"/> 863 DIWC/DIWW (405(g)) <input type="checkbox"/> 864 SSID Title XVI <input type="checkbox"/> 865 RSI (405(g))
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## V. ORIGIN

(Place an "X" in One Box Only)

 1 Original Proceeding 2 Removed from State Court 3 Remanded from Appellate Court 4 Reinstated or Reopened 5 Transferred from another district (specify) 6 Multidistrict Litigation 7 Appeal to District Judge from Magistrate JudgmentCite the U.S. Civil Statute under which you are filing (Do not cite jurisdictional statutes unless diversity): 42 USC 1981

## VI. CAUSE OF ACTION

Brief description of cause:  
Violations of 42 USC 1981.

## VII. REQUESTED IN COMPLAINT:

 CHECK IF THIS IS A CLASS ACTION  
UNDER F.R.C.P. 23

DEMAND \$

CHECK YES only if demanded in complaint:

JURY DEMAND:  Yes  No

## VIII. RELATED CASE(S)

(See instructions):

JUDGE

DOCKET NUMBER

Explanation:

10/3/2011

SIGNATURE OF ATTORNEY OF RECORD